

PERSONAL INFORMATION



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📅 Date of birth 12/10/1990 | 🇷🇴 Nationality Romanian

WORK EXPERIENCE

01/08/2013–Present

Human Rights Trainer

Freelancer

I work as a freelancer trainer with non-governmental organisations in Romania and at international level to deliver trainings on topics such as human rights, intersectionality, LGBTQI issues, norm criticism, hate speech and many more.

- **ILGA EUROPE- design and facilitation of Youth perspective workshop and Intersectionality workshop with more than 50 participants**
- **IGLYO (International LGBTQI youth and Student Organisation)- 1 week Study Session on Intersex youth rights with 24 participants**
- **SEEYN (South East European Youth Network)- 1 week training on Leadership with 20 participants**
- **European Youth Forum- design and facilitation of a 1 day training on intersectionality**
- **FPDL (Foundation Partners for Local Development)- 3 day Training on hate speech issues together with another trainer for young people from 4 high schools in Bucharest part of a community organizing project called Youth Voice Romania.**
- **Gender Doc-M- Half a day training for Moldavian human rights activists on the topic of Norm Criticism**
- **FILIA (Center for gender studies)- Half a day training for feminist activists on the topic of Intersectionality and LGBTQ issues**
- **Agenda 21- Half a day training for students on the topic of hate speech**
- **Corona Foundation- 4 training session of 2 days each for activists and teachers from North-East of Romania on the topic of hate speech, freedom of expression and ways of combating hate speech using digital tools.**
- **ACCEPT Association- Tackling bullying instances- 4 trainings for teachers for 3 days each; total participants 100 people**
- **ACCEPT Association- Intersectionality, LGBT rights in Romania and Europe, Norm criticism and others- 5 training sessions for volunteers, 1 day each**
- **ACCEPT Association- Capacity building Camp- 2 trainings of 3 days each, for 40 volunteers in total**
- **Alternative University- 1 workshop on Identity and inclusion**
- **Humanist Association from Romania- 1 workshop on Identity and norms**
- **Romanian National Agency- various trainings including project writing, on-arrival training and mid-term meeting for EVS volunteers**

If requested I can provide more details.

15/11/2014–Present

Co-chair

IGLYO (International Gay, Lesbian, Bisexual, Trans and Queer Youth and Student Organisation)
www.iglyo.com

I was elected by the General Assembly of IGLYO for a 2 years position as a board member of the organization.

In my position as a co-chair, I do the following:

- Overseen project management and work plan implementation
- Coordination of the Board and continuous individual support
- Planned and led meetings
- Delivering trainings
- Improving of the board and the organization's work
- Strategic planning
- External representation
- Built new partnerships for the organisation
- Human resources
- Content writing (Teacher's guide to inclusive education, Intersectionality Toolkit, Norm Criticism etc.)

01/05/2016–Present **Member in the Advisory Council on Youth**

Council of Europe

I am the representative of IGLYO in the co-management structure of the Council of Europe until the end of 2017.

01/01/2012–01/06/2016 **Projects Coordinator**

ACCEPT Association, Bucharest (Romania)

It is the right time for combating LGBT discrimination in the Romanian highschools!: a project that aims at creating a complementary set of educational, training and advocacy measures for a better understanding homophobia and transphobia in Romanian highschools.

- Project management, implementation of activities and reporting
- Curricula development and implementation
- Research supervision and implementation
- Increasing the organisation's profile as a specialist in the area of education and human rights
- Advocating for LGBT inclusive policies

Volunteers for Equal rights: a project aimed at empowering and building the capacity of 40 volunteers to become activists, to develop their own initiatives and become independent.

- Project management, implementation of activities and reporting
- Development of learning strategy for volunteers
- Facilitation of learning experiences
- Supervision of volunteer's initiatives

Festival coordination- Bucharest PRIDE and LGBT History Month (2012- 2015): these festivals aim at increasing the visibility of LGBT issues and advocating for equal rights through activism and culture.

- Concept development
- Identifying, proposing and implementing events (a month of events in February for LGBT History month and a week in May or June for Bucharest Pride)
- Relationship with institutions, partners and sponsors
- Budget execution and reporting
- Volunteer management

Support in writing and implementing projects

Break the silence

- Creating an online platform for hate crimes reporting
- Content writing for the website of the project [www. raportea.ro](http://www.raportea.ro)

Education for diversity

- Logistics for training with teachers (communications, registrations etc.)

- Content writing on bullying issues
- Training delivery on bullying issues for teachers

Coordination of ACCEPT's volunteers

- Communication with volunteers through regular meetings, social media and email
- Task attribution and monitoring
- Feedback
- Training
- Identifying needs and possibilities of development

Organizing community events

- Community gatherings (dinners, brunches etc.)
- LGBT Human rights callendar events: Transgender Day of Remembrance, IDAHOT, Human rights Day, Coming out Day etc.

External representation

- No hate speech Movement
- IGLYO
- United for Intercultural Action

Research

FRA- Surveying LGBT People and Public Authorities- Interviews with public officials, education personnel, law enforcement personnel and health care providers and Analysis of Data

01/04/2013–01/11/2014

Community organiser

FPDL/ Youth Voice project

- Regular Meetings and planning with the other community organisers
- Coordinating one of the groups
- Needs assessment and solutions generating
- Facilitation and training

EDUCATION AND TRAINING

01/10/2009–01/06/2012

BA in Sociology

University of Bucharest, Bucharest (Romania)

- **General Sociology**
- **Social History**
- **Sociology of the victim**
- **Deviance and criminality**
- **Anthropology**
- **Statistics**
- **Methods of Research**

01/03/2015–01/10/2016

Trainer in youth area using Non formal education in the Council of Europe

Council of Europe, Strasbourg (France)

TRAYCE was a long term learning program that lasted 1 year, dedicated to developing professional trainers in the field of youth using non-formal education.

The process comprised of:

- Self assessment of competences
- Mentoring for 1 year

- 2 residential seminars
- Practice activity
- Job Shadowing
- E-learning
- 361 degree evaluation

Main topics approached were:

- Non-formal education
- Human rights education
- Design and evaluation of learning experiences
- Non formal education recognition

If needed I can provide more details.

01/03/2016–30/03/2016

Certificate in Training

National Agency for Qualifications (ANC), Bucharest (Romania)

2013

Certificate in Project Management

CNFPA, Bucharest (Romania)

01/05/2009–Present

Participant in national and international trainings

IGLYO, UNITED, LGBT Youth Scotland, Youth in Action

I had the privilege of participating in many learning experiences that helped me grow as the activist I am today. I will only mention some of the topics they had, but upon request I can provide the full details:

- Risk Groups
- Consensus decision making
- Hate speech and Freedom of expression
- Formal education and LGBTQ youth
- Capacity building of LGBTQ youth organisations
- Creative approaches to tackle discrimination
- Intersectionality conference
- Norm criticism Seminar
- Intersectionality round-table

PERSONAL SKILLS

Mother tongue(s)

Romanian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C1	C1	C1
French	B1	B1	A2	A2	B1
Spanish	B1	B1	B1	B1	A2

Levels: A1 and A2: Basic user - B1 and B2: Independent user - C1 and C2: Proficient user
 Common European Framework of Reference for Languages

Communication skills

- Excellent inter-personal communication skills due to my extended work with volunteers, colleagues,

partners and funders.

- I have participated in many trainings, exchanges and meetings with people all over the world and I am capable to interact taking into consideration cultural differences and multiple identities.
- Awareness of different backgrounds, learning needs and working styles and ability to communicate accordingly.
- Ability to listen and contribute meaningfully.
- Increased capacity to approach conflicts and solve them.

Organisational / managerial skills

- Leadership
- Good conflict resolution skills gained in the diverse environments i worked
- Good structural and critical thinking that helps organizations run smoothly
- Responsibility for my projects and work
- Initiative to develop projects to solve problems I identify
- Prioritisation
- Strategic thinking

Job-related skills

- Consensus decision making approaches
- Good experience with crisis situation and problem solving
- Creative and innovative
- Good with working with different people

Digital competence

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem solving
Proficient user	Proficient user	Independent user		Independent user

Digital competences - Self-assessment grid